

Scottie Smitham

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SUMMARY

Proven HR Manager experienced at scaling teams and processes across enterprise, comfortable working cross-functionally.

SKILLS

Talent

Sourcing

Operations

Benefits Administration

People Practices

Employee Relations • Performance Management • Succession Planning • L&D

Compliance

GDPR

EXPERIENCE

HR Business Partner — Gutkowski and Sons (2019-07-25 - 2025-11-10)

- Led recruitment for 44 roles across EMEA/US, reducing time-to-hire by 24%.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Implemented a performance review program which improved engagement scores by 5 points.

People Operations Manager — Ferry Group (2022-12-20 - 2024-03-12)

- Implemented a performance review program which improved engagement scores by 8 points.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Rolled out benefits and L&D programs that increased retention in key teams by 10%.

HR Business Partner — Kihn - Huels (2014-12-11 - Present)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Led recruitment for 75 roles across EMEA/US, reducing time-to-hire by 26%.
- Implemented a performance review program which improved engagement scores by 17 points.
- Rolled out benefits and L&D programs that increased retention in key teams by 16%.

HR Business Partner — Mosciski Group (2016-10-29 - 2023-09-24)

- Led recruitment for 34 roles across EMEA/US, reducing time-to-hire by 19%.
- Managed complex employee relations issues and maintained compliance with local employment law.

HR Business Partner — Wintheiser, Metz and Schaefer (2024-09-23 - Present)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Implemented a performance review program which improved engagement scores by 9 points.

EDUCATION

B.A. Business Administration, Bashirian LLC Institute (2017)

CERTIFICATIONS

- CIPD Level 5/7
- PHR
- SHRM-CP

PROJECTS

copiose - Smart next generation adapter

super - Persistent well-modulated initiative

audio quasi celo - Enhanced eco-centric middleware